



## 2021 Gender Pay Gap Reporting Narrative

Under legislation brought in April 2017 by Government, UK employers with more than 250 employees are required to publish their gender pay gap (GPG) with the purpose of encouraging companies to take action to close their GPG with greater transparency.

L.E.K. Consulting LLP is a meritocratic firm with commitment to equity, diversity and inclusion (ED&I). All our staff with the same experience, qualification and rank are remunerated equally, irrespective of gender.

At the snapshot date of this report, 5 April 2021, women made up 43% of our workforce, including all employees and Partners which is an increase since our last report. In analysing our data, we include Partners for complete transparency. Due to historical imbalances in our gender distribution at senior levels, this contributes significantly to our gender gap in both pay and bonus terms, as we have a larger number of men at the more senior levels of the firm. As a result of our ED&I initiatives female representation at more senior levels is increasing, as we continue to work on our aim of increasing our proportion of female partners globally. This can be evidenced in the increased proportion of females in the upper middle (34.7%) and upper (20.5%) pay quartiles, compared to last year's data (32.9% and 17.8% respectively). It is still the case that more of our female staff are employed in support roles at our firm such as Executive Assistants or in service functions, which inadvertently distorts the GPG.

As our EDI ambitions at the firm continue to gather pace, we are confident that these will contribute to the narrowing of the gender pay and bonus gap in the coming years. Some examples of initiatives already underway include:

- Ensuring fair treatment in the early stages our application process where we know from research, that outcomes for women can be less good than for men
- Ensuring new intakes of entry level consulting staff is at a minimum split equally between genders
- Outreach events at business schools and campus events encouraging women into a career in consulting
- Senior sponsorship for high potential staff from under-represented groups
- Flexible working policies
- Parental coaching

As for many organisations, the 12 months prior to the snapshot date in this report were challenging as we navigated the COVID-19 pandemic. Looking ahead, we are keen to continue to address the causes of the GPG at our firm with confidence and conviction and look forward to reporting the results of this in the future.



L.E.K. Consulting LLP

We confirm that the data reported below is accurate.

A handwritten signature in black ink that reads 'Peter Ward'. The signature is written in a cursive style with a horizontal line underneath the name.

Peter Ward  
Partner, Head of London

London, 5<sup>th</sup> April 2022

A handwritten signature in blue ink that reads 'Ben Faircloth'. The signature is written in a cursive style with a horizontal line underneath the name.

Ben Faircloth  
Partner, Head of Europe

### The 2021 Gender Pay Gap at L.E.K. Consulting

The 'gender pay gap' is the difference in average earnings (separately, hourly pay rate and annual bonus payments) between all men and all women (including Partners) in the firm in the UK, expressed as a percentage of men's average earnings. This is calculated on the snapshot date of 5<sup>th</sup> April 2021.

GENDER PAY GAP	MEAN	MEDIAN
	30.5%	31.4%

  

BONUS GENDER PAY GAP	MEAN	MEDIAN
	77.4%	57.5%

